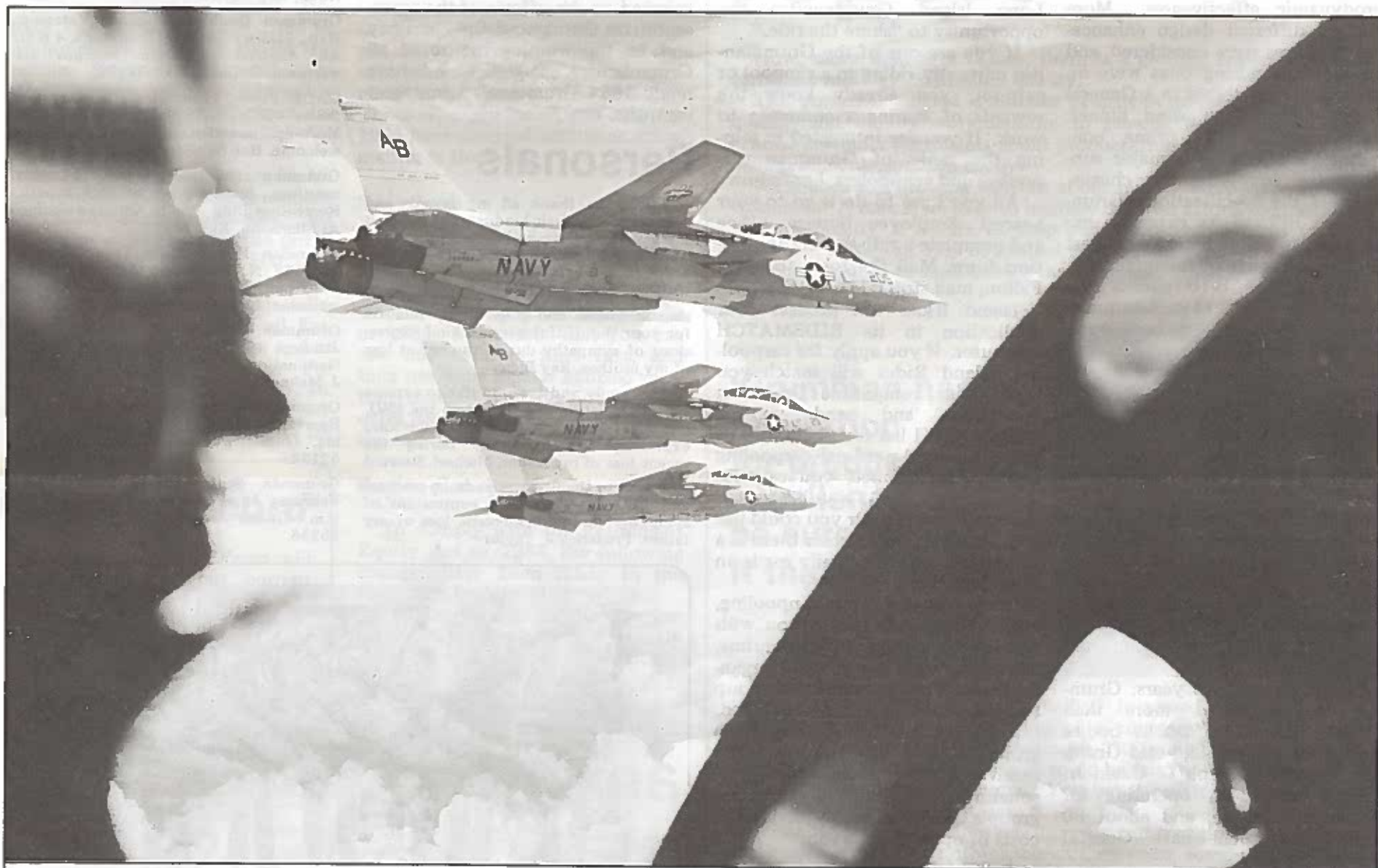


GRUMMAN planenews

A biweekly publication for Grumman Aerospace employees

Vol. 44, No. 1, January 11, 1985. Bethpage, N.Y. 11714



The Grumman tradition. Since the company's inception, Grummanites have taken pride in building top quality pro-

ducts for the customer. That commitment to excellence is the subject of a special message from Grumman Aerospace President George Skurla on page 3.

What's inside

New flexible spending accounts top the list of changes in the benefits package for 1985. For all the latest changes in benefits, turn to page 3.

Marketing/Advanced Technology Development Dept. offices are located throughout the country and the MATD field reps stand ready to assist Grummanites in the field. See article on page 5.

Eugene Pinkney is striving to be "Mr. America" someday. Read all about this determined Grummanite who works in Plant 12 on page 7.

After a very successful year at the helm of the Grumman Blood Program in 1984, Will Bischoff passes the baton to Al Verderosa in 1985. For more info, see story on page 4.

news briefs

Upcoming road test

LAREDO, TEXAS, — Grumman delivered a Long Life Vehicle to the U.S. Postal Service last month. It will be evaluated here on a test track for 24,000-mile durability test, along with other entries for a major Postal Service order.

The body has been designed for aerodynamic effectiveness. More than 20 different design enhancement features were considered, and the more promising ones were incorporated and tested in a General Motors Corporation wind tunnel.

Grumman is the prime contractor, and GM is a major subcontractor supplying the chassis. To meet the specifications, Grumman has utilized its extensive experience as the nation's largest aluminum truck body manufacturer.

GM's proven S-10 chassis was chosen for the new Grumman delivery truck. It has been operated for more than 1.6 million miles in track and proving ground tests to evaluate durability, handling, brakes, suspension and other factors.

Grumman has designed its delivery truck to improve scheduled and unscheduled maintenance by assuring that all maintenance items are easily accessible. To meet Postal Service requirements for modularity and ease of maintenance, the engine, transmission, driveshaft and axles can each be removed without removing the adjacent unit.

"Over the last 40 years, Grumman has provided more than 185,000 aluminum trucks bodies throughout the world," said Grumman President Joseph G. Gavin Jr. "Many have been operating for 25 years or more, and about 80 percent of them have General Motors chassis."

The Grumman vehicle features a riveted, all-aluminum body for maximum weight savings and corrosion resistance. Aluminum vehicles get better fuel mileage, cost less to operate and last longer than steel bodies. Most major U.S. fleet delivery operators — from bakeries to parcel services — use Grumman aluminum trucks.

Postal Service requirements call for 99,150 vehicles to be delivered over an eight-year period with production running at 1,100 per month. There is an option for 59,000 additional vehicles.

Commuters, take heed

Between the hassles of traffic congestion and the expense of operating your automobile, commuting probably ranks on the bot-

tom of your list of favorite things to do.

Take heart. Grumman has joined forces with Island Rides, Inc., Long Island's not-for-profit ride-sharing company. While Grumman's established vanpool program has relieved commuting headaches for approximately 60 Grummanites in Bethpage already, the newly expanded program will give all Long Island Grummanites the opportunity to "share the ride."

If you are one of the Grummanites currently riding in a vanpool or carpool, you already know the rewards of sharing a commute to work. If you are interested in joining the ranks of Grumman carpoolers and vanpoolers, here's how.

All you have to do is go to your nearest Employee Service office and complete a ride-sharing application form. Mail the form to Betty Fallon, mail stop C111-GHQ.

Island Rides will process your application in its RIDEMATCH computer. If you apply for carpooling, Island Rides will match you with other compatible Grumman commuters and send you a RIDEMATCH list for you to use to suit your own personal carpooling needs. For instance, you can use this list to form a full-time or part-time carpool. Or you could use it in an emergency, when there is a snowstorm or your family car is on the blink.

When you apply for vanpooling, Island Rides will match you with six to 14 Grumman commuters, meet with your group to get organized, and then provide each group formed with a new, fully equipped, maintained and insured van. One group member drives the van and receives a free commute and personal use of the van. The rest of the group's members evenly divide the costs of operating the van.

Every Grummanite is eligible to participate in this new program. Since there is no cost or obligation for the RIDEMATCH services, it makes sense to apply for both carpooling and vanpooling.

If you have questions about this program, contact Betty Fallon, Ext. (111) 59271.

United Way update

The 1984 Grumman United Way Campaign concluded on November 16. "Thanks to all the support and efforts of our volunteers and those who contributed, this year we have established new records both in total and per capita contributions by employees," said Carl Paladino, Senior Vice President and Treasurer

and the company's 1985 Drive Chairman.

Paladino also noted that the percentage of Grummanites who are enrolled in the United Way payroll deduction plan increased to approximately 90 percent in 1984. "The overall result — this year's United Way Drive was the most successful to date," said Paladino. "This success can be directly attributed to the efforts of the representatives throughout the company and to the winning nature of all Grummanites. Together, we have made 1984 Grumman's winningest campaign ever."

Personals

I wish to thank all my friends and co-workers for their kindness and support the past three years and their kind expressions of sympathy during my recent loss. Debra Weaver

My family and I wish to express our sincere thanks and grateful appreciation for your thoughtfulness and kind expressions of sympathy during the recent loss of my mother. Ray Bigus

My family and I would like to express our appreciation and thanks to the ESO, our friends and co-workers for their kind expressions of sympathy during the recent loss of my father. Michael Steward

I wish to thank my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my father. Frederick J. Taylor

calendar

AIAA: Tues., February 5, Antun's Old Country Manor, Hicksville, 5:30 p.m. Dinner meeting. Topic will be "Over Water Certification of Twin Engine Transports." Guest speaker will be Mr. John M. Swihart, Vice President of Gov't. Tech. Liaison, Boeing. Guests welcome. J. Kohn, Ext. 58754.

Grumman Disabled American Veterans: Wed., January 16, Plant 3 cafeteria, 4 p.m. All disabled American veterans are welcome. O. Lewis, Ext. 54476.

GACE Flying Club: Mon., January 21, Boces Bldg., Hicksville, 5:15 p.m. Monthly membership meeting. Guests welcome. Bob Schulte, Ext. 50682.

Grumman Family Campers: Monthly meetings, first Sunday of each month, Recreation Bldg., 5 p.m. Guests welcome. Al Ellensohn, Ext. 50597.

Grumman French Club: Tues., January 22, 108 N. Windhorst Ave., Bethpage, 5:30 p.m. Educational program. Guests welcome. Louis Kaufman, Ext. 52323.

Grumman Motorcycle Club: Wed., January 16, Recreation Bldg., 5 p.m. Nomination of officers. Guests welcome. J. Mehnert, Ext. 56163.

Grumman Retiree Club: Wed. January 30, Recreation Bldg., 1 p.m. Business meeting. Guests welcome. E. Drasser, Ext. 52133.

Grumman Scuba Divers Club: Wed., February 13, Fox Hunt, Hicksville, 7:30 p.m. Guests welcome. P. Craig, Ext. 55256.



Pl. 66 opens new DMC

Last month, Grumman's Plant 66 composites manufacturing team was out in force to celebrate the opening of Milledgeville Operations' (Ga.) latest expansion — the Daily Marshalling Center (DMC).

The 37,000-square-foot DMC "will solve a problem of growing pains," stated Tom Lahey, Plant 66 general manager. "As our operations continue to expand along with the importance of the composite manufacturing work being done here at Milledgeville, the size and number of our tools keeps growing. The Daily Marshalling Center will free up a great deal of valuable floor space in our plant's production areas."

On hand at the ribbon cutting ceremony were: (L to R) Mike Fancher, Williams Construction Company representative; Tom Main, Plant 66 deputy general manager; Lahey; Bob Myers, Senior Vice President for Business and Resource Management; Milledgeville Mayor Jim Baugh; and Georgia State Senator Culver Kidd.

Flexibility: key to benefits in '85

Added flexibility is the name of the game in Grumman's benefits package for 1985. More opportunities for individual choice will permit Grummanites to select a combination of benefits to suit their individual needs.

The new flexible benefits program was unveiled in late 1984 so Grummanites could sign up for the various features that went into effect January 1, 1985. Two flexible spending accounts have been incorporated into the 1985 benefits package:

An FSA for supplementary health care provides pre-tax reimbursement for health-related expenses not otherwise covered under the group insurance plan or in an HMO. If you elected this option, hold onto all your original medical bills. Forms will be available in all Employee Services (ES) offices and at Personnel in GHQ shortly. For more information, call Ext. 53146.

An FSA for dependent care provides pre-tax reimbursement for

expenses incurred in the care of a dependent child or adult. Forms will be available in the near future at all ES offices and at Personnel in GHQ.

A new *group legal services insurance* program provides a range of legal assistance and advice for a pre-tax premium of \$59.80. You can only sign up for this legal service plan during the annual open enrollment period in October. Those who purchased this plan for 1985 have received additional information in the mail.

Bon voyage

Another new flexible benefit for 1985 is the opportunity to buy *an extra week's vacation*. Over 5,000 Grummanites opted for this benefit in 1985. Remember that you can use this vacation time first, and then use your regular allotted vacation time. If you do not use this extra week of bought vacation by the end of the year, you lose it.

Pension plan changes

To comply with the Retirement Equity Act of 1984, the following changes have been made to the Grumman Pension Plan:

- Membership in the Pension Plan will become effective as early as age 21 with one year of service.

(Continued on page 8)

obituaries

ROLAND NADEAU of Quality Engineering, Plant 40, died November 20 at the age of 66. He had been with the company since 1984 and resided at 35 Inwood Rd., Glen Cove, N.Y.

WILLIAM T. DWYER of Upholstery, Plant 1, died November 23 at the age of 61. He had been with the company since 1959 and resided at 22 Engelke St., Patchogue, N.Y.

HOWARD MENDELSON of ILS Equipment Design, Plant 43, died December 1 at the age of 59. He had been with the company since 1969 and resided at 88 Ciro Street, Huntington, N.Y.

JACOB J. STAHURA of Model Shop, Plant 5, died December 4 at the age of 60. He had been with the company since 1968 and resided at 147-28 19th Ave., Whitestone, N.Y.

JOHN T. CASSERLY of ILS Resource Control, Plant 106, died December 10 at the age of 60. He had been with the company since 1966 and resided at 77 Coles Ave., Amityville, N.Y.

the president's report

Now, more than ever before, there is a growing emphasis in the aerospace industry on product quality.

The press has carried a number of articles recently about poor quality and shoddy workmanship. In general, those articles have echoed customer complaints about products that are of poor quality, behind schedule, and too costly.

What does this growing concern about quality mean to us here at Grumman? It means we have to increase our own efforts to guarantee product quality if we are to keep our future secure. That future, yours and mine, can only be secured through our personal dedication and commitment to maintaining the Grumman tradition of product excellence.



'Grumman has a reputation for product excellence. Let's be sure we keep it that way!'

What is the effect of poor quality? Increased costs, loss of a competitive edge, and an erosion of a company's credibility and reputation in the industrial community. The immediate effect can be devastating and, in the long run, it could be fatal to a company.

Could it happen at Grumman? You bet it can; it can happen anywhere. But only if we let it.

While we like to feel that our integrity and tradition of excellence make such conditions unthinkable at Grumman, some simple truths bear repeating.

We are now and always have been committed to a standard of excellence, through Pride of Workmanship in our products and a quality attitude in our workplace. The effort required to maintain that standard in today's demanding, complex business environment does not come easily and must never be taken for granted. It requires a conscious commitment from each one of us.

We are part of a tradition that has stood for product excellence for over a half a century. To maintain that tradition in the years ahead will require hard work and dedication from each one of us. We must take pride in our workmanship, have a positive attitude in our job performance and never become passive or complacent. Remember, the customer is the final inspector.

Grumman has a reputation for product excellence. Let's be sure we keep it that way!

More personals

I wish to thank my friends, co-workers and ESO for their kindness and compassion upon the recent passing of my father William Bunce. Joan Kramer

My family and I wish to express our sincere thanks and appreciation to the ESO, our friends and co-workers for their kind expression of sympathy during the recent loss of my wife Carol. Norman Moseman

On the record

Your 1984 W-2 Form will be mailed to your current address prior to January 31, 1985. All Grummanites should make sure that their address of record is correct. If you wish to change your address, drop by your local Employee Service (ES) office and pick up an "Employee Status Change" card (G5510).

GRUMMAN planenews

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Verderosa heads blood drive in '85

The Grumman Blood Program launches its 1985 schedule with a blood drive in the Grumman Headquarters building January 16 and 17. The program has planned its busiest year ever, with the goal of 10,000 pints by year end.

Chairman of the 1985 Grumman Blood Program is Vice President Al Verderosa, director, Aircraft and Marine Programs. He succeeds Will Bischoff, vice president-chief engineer, System and Vehicle. Assisting Verderosa is Blood Program Director Paul Colon and support team members Ed Waters, Pat Loder, and Vito Simoneschi.

This year's team hopes to build on the achievements of Bischoff's '84 team. The 1984 tally was over 8,300 pints, which was approximately 1,250 pints more than the total for '83. At the close of the '84 program, Bischoff said the support his team got from Grummanites, whether retirees, donors, or support personnel, was "outstanding."

The folks running the Grumman Blood Program view donating blood regularly as more than just a nice, unselfish act — they see it as a responsibility.

"If everybody in this country who is able to give blood actually gave, each person would only have

to give once every seven years," notes Verderosa. "Even though blood donations from Grummanites have increased dramatically since the program began in 1980 — that year's total was 3,328 pints — much more is needed."

Long Island Blood Services, which the program supports, must provide 43 area hospitals with over 600 pints a day. Due to shortages, it relies on Euroblood — blood gathered from various European countries — for about 35 percent of its total supply. However, these sources have declined due to an increased demand for blood by European hospitals.

Out of about 23,000 Grummanites eligible to donate blood, about 7,000 are registered donors. "But only 3,000 or 4,000 of them are actually participating," says Verderosa.

To meet the 1985 goal, there will be 85 drives, seven more than last year. The Blood Program will also visit several plants for the very first time.

One of the accomplishments of the 1984 program was an update of its computer system. The main reason for this was to update the donor file to more accurately identify active donors. This updated system encompasses all of the Grumman Corporation facilities on Long Island.

The Blood Program also plans to introduce some new promotional incentives in 1985. "We've met with John Alvar of Motivational Programs to put together a recognition program for the people who contribute to the overall program's growing success," says Paul Colon. The program will also re-emphasize the "buddy system" — veteran donors accompanying first-time co-workers to blood drives.

The '85 Program team wants to make it as easy as possible for Grummanites to donate. New plants hosting drives are Plants 4, 12, 14, and 249 (which is the Grumman Data Systems Institute campus in Bohemia). In addition, Grummanites who work in Plant 5 won't have to walk over to Plant 25 anymore, since Plant 5 will host a Blood Drive of its own this year. Similarly, both Plants 30 and 35 will be hosting drives.

The program also plans to produce a Grumman-made film which will be shown in various Grumman plants during 1985. It will communicate the need for blood donations and identify those Grummanites who have benefited from the Blood Program.



No pint-sized effort. Vice President Will Bischoff (R), 1984 Blood Program Chairman at Grumman, wishes Vice President Al Verderosa (L) good luck in 1985 as the new Blood Program Chairman. Looking on is Dr. Theodore Robertson, director of the Long Island Blood Services.

calendar

Grumman Ski Club: Sat. January 12, Sitar Restaurant, Melville, 8:30 p.m. Guests welcome. Art Garmendia, Ext. 57819/58910.

Grumman Tennis Club: No meetings until March 1985.

National Contract Management Association: Tues., January 15, Musicaro's, Melville, 4-6 p.m. workshop: "Warranties." Instructor's Harlyn Van Sloten, Assistant to Director, Special Assignment Contracts, Grumman Aerospace Corp. and Ralph Baum, Vice President ILC DDC. Dinner speaker will be Gerald Sandler, Vice President-Grumman Data Systems. His topic: "Rights to Data, Licensing Agreements and Security". W. Stanton, Ext. 53166.

Robotics International of the Society of Manufacturing Engineers L.I.C. Chapter: Mon., January 28, 8:30 p.m., Polytechnic Institute of N.Y., Farmingdale. Guest speaker will be Dr. Edward Kafrissen, Director of Robotics/Artificial Intelligence. Guests welcome. Phil Cancellieri, 265-5535.

Professional Secretaries International: Thur., January 17, Riverhead Polish Hall, Riverhead, 6 p.m. Guests welcome. Codella Evans, Ext. 117-7167.

Society of Logistics Engineers: Tues., January 29, Antun's Old Country Manor, Hicksville, 5:30 p.m. Dinner meeting, guest speaker will be Mr. John Heay from Applied Management Services. Guests welcome. Paul DiBeneditto, Ext. 56428.

Where and when to give

Date	Location	Time
Jan. 16, 17	GHQ	9 a.m. — 2:15 p.m.
Jan. 17	GHQ	5 p.m. — 9:45 p.m.
Jan. 23, 24	Pl. 43	8:30 a.m. — 1:45 p.m.
Jan. 23	Pl. 43	4 p.m. — 8:45 p.m.
Feb. 13	Pl. 35	9 a.m. - 2:15 p.m.
Feb. 14	Pl. 30	9 a.m. - 2:15 p.m.
Feb. 26	Pl. 110	9 a.m. - 2:15 p.m.
Feb. 27, 28	Pl. 106 (mobile unit)	9 a.m. - 2:45 p.m.
Mar. 12	Pl. 242 (mobile unit)	9 a.m. - 2:45 p.m.
Mar. 13	Pl. 247 (mobile unit)	9 a.m. - 2:45 p.m.
Mar. 20, 21	Pl. 2	8:30 a.m. - 1:45 p.m.
Mar. 20	Pl. 2	5 p.m. - 9:45 p.m.
Mar. 22	Pl. 47 (mobile unit)	9 a.m. - 2:15 p.m.
Mar. 26, 27	Pl. 6	8:30 a.m. - 1:45 p.m.
Mar. 26	Pl. 6	6 p.m. - 10:45 p.m.
Mar. 27	Pl. 7	8:30 a.m. - 1:45 p.m.
Apr. 2, 3	Pl. 1	8:30 a.m. - 1:45 p.m.
Apr. 4	Pl. 237	9 a.m. - 2:15 p.m.
Apr. 16, 17	Pl. 25	9 a.m. - 2:15 p.m.
Apr. 18	Pl. 9	9 a.m. - 2:45 p.m.
Apr. 23	Pl. 15	8:30 a.m. - 1:45 p.m.
Apr. 24, 25	Pl. 3	8:30 a.m. - 1:45 p.m.

MATD reps stand ready to help

Whether it be a customer requesting information in Langley, Virginia or a program engineer planning a visit to a prospective customer in Huntsville, Alabama, the assignment is made to order for the field office representatives of Grumman's Marketing and Advanced Technology Development Department (MATD).

"Our primary function is to assist Grummanites with marketing/customer requirements and technical integration outside the confines of our corporate offices and manufacturing plants," asserts John Papazian, director of Field Offices - Integration for MATD.

"Grumman has a series of offices — spread throughout the country — that were established not only to support our customers but also to support the Grumman engineers who are out there selling the Grumman product," notes Papazian.

Set up a little more than three years ago, MATD is staffed with individuals whose backgrounds include everything from structures to avionics disciplines. "We try to staff our MATD offices with the kind of people who could handle Grumman's interests out in the field from both marketing and technical standpoints," says Papazian.

The field representatives are responsible for a number of jobs including assisting customers and Grumman engineers in the field as well as keeping abreast of the changing needs of the marketplace and the company's changes in marketing thrusts.

One of the most recent marketing thrusts that Grumman has been pursuing is in the area of Air Force requirements. "The X-29 is the most obvious example of our latest efforts to explore the business potential in Air Force needs. Becoming involved as a major contractor on the Advanced Tactical Fighter (ATF) program for the future is very important to Grumman's future. So our push to become more knowledgeable of Air Force

requirements is understandable," Papazian explains.

Part of this push has been the opening of several new field offices at sites around the country on or near Air Force bases. New offices have been opened in: Sacramento, California; Colorado Springs, Colorado; San Antonio, Texas; Warminster, Pennsylvania; Lexington, Massachusetts; Orlando, Florida; Langley, Virginia; Warner Robbins, Georgia; and at the Kennedy Space Center in Florida.

In addition, more than 50 percent of the new people who are heading up these new field bases are former Air Force personnel. "Hiring retired Air Force personnel to man our field offices is a conscious effort on our part to place ourselves in the best possible position to understand that market's requirements and to have people who can easily communicate within that market," points out Papazian.

Communications, in fact, is one of the most important new improvements in the operations of the field offices. Field representatives are required to be involved in a weekly conference call that Papazian holds each Monday afternoon after he attends the weekly Monday morning Grumman directors staff meet-

ings. "What we want to discuss is what is happening within the company and out in the field and how each is affected by the other. Constant up-to-date communication is the key to keeping Grumman's marketing operations in the field running smoothly and on target," he stresses.

Facilitating the 'up-to-date' communications with the field, all the field offices are being hooked up directly to the Bethpage MATD office via computer. "In the past, sometimes our field offices were too separated from home base and, acting alone, were less efficient and more random. Now that we are vastly upgrading our communications system, our response time in terms of meeting customer's and market needs has improved significantly," notes Papazian.

Another problem that occasionally hampered field operations in the past was the "duplication of efforts," in some areas. "On occasion there were cases where an individual from a program had established personal contact with a customer in the field and wanted to continue that relationship in the course of work without contacting the area's field operations representative for one reason or another,"

states Papazian. "This kind of conflict created a situation where our right hand didn't know what our left hand was doing. That's sloppy business and it doesn't make the company look good or support our interests.

"We now have instituted a policy designed specifically to eliminate such conflict," he continues. "We want everyone to know that the MATD field office policy is to assist when and where needed and not to interfere with any established individual/customer relationship. All that we ask is that our field representatives are kept informed of anything that is going on in their areas." Again, it's a question of improving our communication to enhance Grumman's overall marketing efforts.

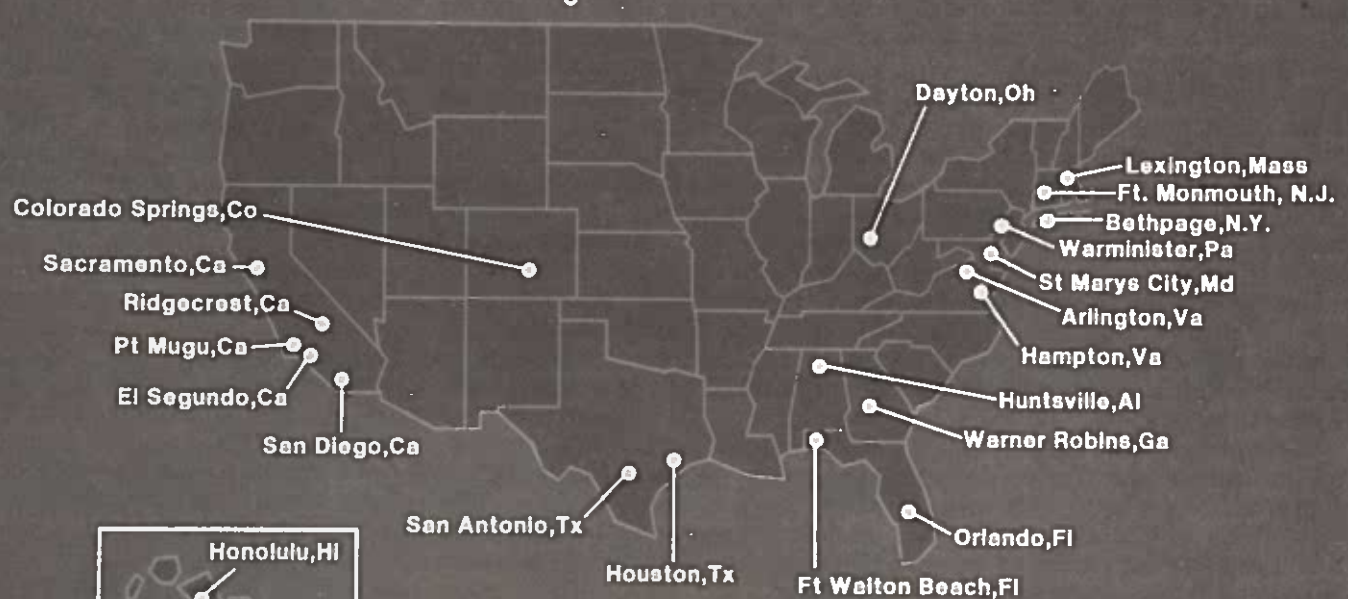
"What we have done with our expansion and remodeling is to mold a small but highly knowledgeable cadre of marketing people who can respond to our customer and company needs rapidly and efficiently. In this way we can look at what we call 'targets of opportunity' in the field and make the assessments necessary to give our company directors the information they need to make Grumman's business decisions. After all, that's what marketing is all about," he states.

Directory available

MATD field reps might be able to save you a lot of legwork out in the field.

For a complete listing of Marketing and Technology Development offices, call John Papazian on Ext. 53920 to request your 1985 MATD directory.

MARKETING FIELD OFFICES



Nationwide coverage. Grumman's Marketing and Advanced Technology Development (MATD) offices are staffed with people who 'handle Grumman's interests out in the field from both marketing and technical standpoints,' says John Papazian, director of Field Offices - Integration for MATD.

New press brake makes debut in Plant 3

The first of five CNC (computer numerical controlled) press brakes went on-line in Plant 3 recently, and a brief ceremony was held there to mark the occasion.

The new machine is a 15-foot press, which denotes its capability of pressing sheet metal up to 15 feet in length. Nearby will be two eight-foot machines, one 20-foot unit, and one 24-foot unit. The 15-foot machine has a 240-ton compression capacity. Such presses are used for bending sheet metal — primarily aluminum — into configurations for use as detail parts on all Grumman aircraft and subcontracts.

"For each part that had to be made, the old hydraulic presses had to be set manually by the operator," says Bill McKenna, a project manager for Forming Operations within the Modernization Program. "With all that information now contained in the machine's computer memory, setup according to specifications is automatic, so both setup and production time are reduced."

The five presses are manufactured by the LVD Company of Belgium. They will all be connected

to a BAFLEX central computer. This will enable jobs to be transferred among the machines. This was very difficult using the old manual equipment. The five units have all been installed and their software debugged. The 15-foot press is the first of them to go into operation.

Configuration specifications for ten thousand parts numbers will be entered into the press brakes' database as the parts are received for production.

Leon Delmarco, the 15-foot press's operator, demonstrated its capabilities for Vince DeStefano, general manager of Bethpage Production Operations. Delmarco turned out a five-sided piece of aluminum. He says the machine is fairly easy to learn.

"Through a three-hour class, you become familiar with all the computer terminology and coding," he notes. "The job is definitely less physical than using the old presses. Of course, I still load the machine, but I save time setting stops, since that's all preprogrammed."

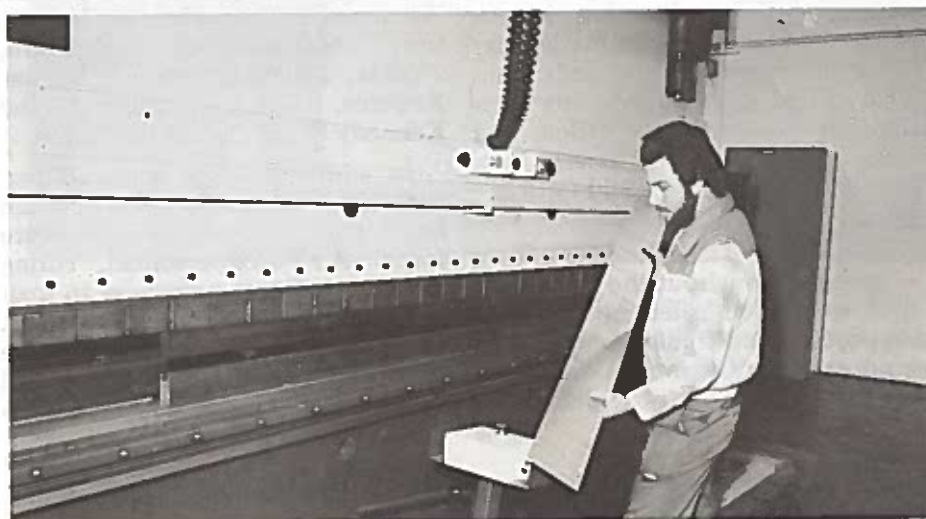
"I had two years of computer courses in high school, which

helped me in learning the new equipment," he adds. "I really enjoy working on it."

DeStefano also raves about the new presses. "Their greatest benefit is in the ability to repeat the high quality of a part over and over again," he says.

The five presses, the central

computer, and their associated tooling represent an expenditure of over \$2 million. According to McKenna, the BAFLEX computer is one of only ten such systems in the United States. Additionally, Grumman was the first customer to buy the BAFLEX, and the third to install it.



In good form. Leon Delmarco operates the new 15-foot press brake, one of five computer numerical controlled (CNC) press brakes in Plant 3. This particular machine can press sheet metal up to 15 feet in length.

Business or pleasure? TRIP pays off

Now that the winter freeze is upon us, does the idea of taking a weekend getaway to someplace warm appeal to you? How would you like a roundtrip airline ticket, a hotel for a week, plus \$200 spending money? No? Well, how would a week-long all-expenses-paid trip grab you?

The three trips are, respectively, the monthly, quarterly, and annual prizes to be given out through Grumman's new Travel Reservation Incentive Plan (TRIP). The plan is being offered to encourage employees who travel to save company dollars. Both travelling Grummanites and their secretaries who make the initial arrangements are eligible to participate.

"Grumman Aerospace's Field Administration and Travel departments oversee about 300 trips a week," says Al Wallace, manager of Operations. "That's a lot of travel. The plan has the potential to save the company quite a lot of money."

In order to be eligible, travellers must make their arrangements through Austin Travel, the Grumman-approved travel agency. Austin's reservationists will, in turn, provide the traveller with information on a variety of options to reduce airfare costs. If the traveller accepts any such option — be it for

a super-saver, night flight, connecting flight, or a special low-fare class — that person becomes eligible to participate in the TRIP drawing.

The traveller will receive one chance for every \$100 (or portion of) he or she saves compared to the airline's lowest applicable fare, and a coupon when the tickets are received. Secretaries will receive a maximum of one chance per trip and are eligible for monthly and quarterly drawings.

Drawings for TRIP packages are to be held on the last Friday of each month, with the first one planned for Friday, January 25. The coupons are date-stamped when received at the Travel Operations office. They must be filled out (name, permanent number, etc.) and turned in at least two days prior to the drawing date. If a coupon is received after that time, it will go into the next appropriate drawing.

Wallace stresses that participation is strictly voluntary. "Some companies require their employees to travel on connecting flights for company business to reduce airfare expenditures. We give ours a choice. No one is forced to take the cheaper airfare," he says.

Monthly winners will also have a choice between the prize trip or a

\$250 monetary award. Also, non-travelling employees will have the opportunity to participate in a drawing once a year. This drawing will be separate from the annual drawing held among travellers, and no entry form need be submitted — Grummanites names and badge numbers will be entered automatically. The winner will receive a one-week vacation for two, including airfare, hotel accommodations, car rental, and \$200 spending money.

The first monthly TRIP drawing scheduled for the end of January is to sunny Phoenix, Arizona. The package includes the following: roundtrip airfare, hotel for two at the Pointe in Squaw Peak, car rental and \$100 spending money.

All monthly packages will include these items. Quarterly packages will consist of airfare for two, a week's hotel accommodations, car rental, and \$200 spending money. The annual prize is an all expenses-paid package, which includes meals.

Patricia Mazza, administrator of TRIP, emphasizes that the travelling employee has considerable latitude in making arrangements as long as he or she follows corporate policy. For one way destinations under 2,400 miles, the traveller must fly coach. Between 2,400 and 7,000

miles, which would include round-trips to the West Coast, the employee may opt for business class. Grumman can fly first class for one way distances of 7,000 miles. Within each of these classes, airlines usually offer quite a few money saving options.

Any monthly TRIP winner must use his or her travel package within 30 days, while quarterly winners have 90 days to use theirs and annual winners, six months. The winner must use personal vacation time, as no additional allotment will be granted.

Some of the impetus for TRIP stems from Grumman's increased emphasis on cost containment, though it is being implemented independent of the official corporate cost containment effort. Wallace feels TRIP will be an important enhancement to the latter program.

TRIP will be initiated at Grumman Aerospace and may be adopted by the other subsidiaries at some future date, says Wallace. "They're watching to see how well the plan works," he adds.

A brochure explaining the plan was distributed to all Grumman Aerospace employees with the year-end letter. If you have further questions, contact Travel Operations, Ext. (111) 58612.



Pectorially perfect. A Plant 12 Calibration department member, Eugene Pinkney recently added the New Jersey State 1984 Bodybuilding Championship to his list of bodybuilding accomplishments. Pinkney is perfecting his physique in a quest for the Mr. America title.

Almost perfect

Ever so close to that elusive "perfect game" was high rolling Grumman bowler Dan Azzato who rolled a 298 in league play on November 7, 1984. Azzato is the president of the Grumman Goose Wednesday Night League and bowled his best game ever at the Centereach Lanes on lanes 9 and 10. Azzato is a leadman on the F-14 production line in Calverton Plant 6. He is currently waiting for his diamond ring which he will receive from the American Bowling Congress (ABC). Had he rolled a 12th strike for a 300 game he would have received a \$1,000 bond from the Centereach Lanes. "I was real nervous for that last frame and I hooked it just a bit and only picked up 8 pins. Still it was a great thrill to play that well, and Centereach Lanes awarded me with a very nice plaque with my name and the score on it," says Azzato.

Free bowling

Plainview Lanes is throwing another of its fun-filled free bowling parties for all Grumman non-bowlers who are interested in rolling into the sport. The latest event will be held on Monday, January 14, from 4 to 6 p.m. Free shoe rentals and alley time will be provided for everyone. For further information, call Herb Mahoney in the Recreation office, Ext. 52133.

Pinkney strives for perfection

Eugene Pinkney is an 11-year Grummanite working in the Calibration department in Plant 12. A soft-spoken man who comes across as being a bit shy, Eugene is also a very determined individual — determined to become Mr. America. Several times each year Pinkney slips into a small bathing suit and coats his body with avocado oil and, basking in bright stage lights, he flexes his enormous and plentiful muscles for a panel of judges in the various body building contests held across the Northeast. "I've been into bodybuilding for five years now and it has really become a very big part of my life. I've dedicated myself to making my body the best it can be and to winning that Mr. America title. It's going to take some time, but I'm going to get there. I've promised myself."

Pinkney took up bodybuilding after dropping out of semi-pro football. "I was getting tired of being injured all the time and not making any money or reaching any real goals. When a tryout for the Jets failed, I decided to stick with the bodybuilding and see where it would take me." Pinkney recently took his first big step towards his ultimate goal by winning the 1984 New Jersey State Bodybuilding Championship. Competing in the light-heavyweight class at 194 pounds, Pinkney's incredible physique and his calm air of confidence won over the judges in his weight class and in the overall competition.

"You want to win every contest that you enter and you train to win every time, of course. But you have to be able to take the good times — the winning days — along with the bad in this sport. There is an awful lot of physical work that goes into this, but the mental element should not be overlooked. It's very psychological — a lot more than just flexing your muscles and smiling." The physical work that Pinkney puts into his sport includes about three hours of pumping iron and related exercises seven days a week. "When you are preparing for a competition you have to do so much that sometimes it seems there isn't enough time in the day — especially if you have to put in an eight-hour work day," he points out. In training for the New Jersey competition, Pinkney had to drop eight pounds from his already trim figure. He competed at 202 pounds as a heavyweight in the North Atlantic Bodybuilding Championship held in Connecticut only a

week before in which he won first place in his weight class and second overall. In fact, he started his training for the fall competitions at 230 pounds in September. "Taking off the weight, especially when there isn't much fat to lose, is one of the toughest parts of this sport. I get pretty grumpy when I'm coming to work and doing three-hour work-outs with nothing much in my stomach. I can be pretty tough to live with at those times and if it wasn't for my wife I don't think I could have gotten this far. Her support and understanding has meant everything to me," he asserts. Pinkney's wife Patricia puts to-

gether the special diet that he has to stick to during his work-outs. She also has to put up with the long hours that he spends at the Mr. America Bodybuilder's Club in Farmingdale when he is preparing for a competition. "I can get crazy sometimes from the diet and everything, but Patricia knows how to handle me. She's the greatest," Pinkney states. With his recent championship in the New Jersey competition, Pinkney is taking a short break from the strenuous workouts and dieting until mid-January when he will resume the daily regime in time for the next show on his road to the Mr. America title.

Table tennis, anyone?

The 1985 Table Tennis Tournaments will be held in Bethpage, Calverton and Great River, beginning on Monday, February 25. The novice singles event this year will be limited to players entering the tournament for the first time and who have not played in any outside organized competition. Plenty of divisions The Bethpage tournament will offer a total of 10 divisions — five doubles and five singles, while Calverton and Great River will have two divisions each. Players are permitted to enter one singles and one doubles division only and entrants who have already won trophies in a division in previous Grumman table tennis tour-

neys must advance to the next division. Those who have not yet won a trophy in a particular division can enter the same division they last competed in or drop to the next lower one. Bethpage matches will be played at lunchtime in Plant 28A. For more information about the tournament, call Herb Mahoney in Recreation at Ext 5-2133. In Calverton, call Ernie Maggi, Ext. 117-6772. Great River entrants can contact Bob Albert, Ext. 113-3395. Deadline: February 15 All entrants must fill out the accompanying entry form and send it to the director of the tournament they will be entering no later than Friday, February 15.

Table tennis tournament Entry form

NAME	MAIL STATION
EXT	PLANT
SINGLES ☐ Women's ☐ Men's ☐ B ☐ C ☐ Novice	
(Players check one singles event only. Both men and women may enter B, C or Novice singles).	
DOUBLES ☐ Women's ☐ Men's ☐ B ☐ C ☐ Mixed	
(All players may enter one doubles plus the mixed event).	
DOUBLES PARTNERS: Womens, Mens, B or C	
NAME	EXT
Mixed Doubles	
NAME	EXT
☐ I wish to enter doubles events checked but need (a) partner(s).	
Deadline February 15.	
Mail entries to:	
for Bethpage tournament: Herb Mahoney, A01-28A	
for Calverton tournament: Ernie Maggi, A18-06	
for Great River tournament: Bob Albert, A16-43	

Pocket billiards tourney

Name..... Ext.....

Perm. No..... Mail stop

Billiards tourney invites everyone into the pool

It's time once again to chalk up your cue sticks for Grumman Recreation's annual pocket billiards tournament. This year's tourney will be the 24th annual outing for Grumman pool sharks, and the competition is expected to be as fierce as ever.

Grummanites interested in participating should fill out the accompanying entry form and mail

it to Recreation, mail stop A01-28A, no later than February 9, 1985. You must be a full-time Grumman employee or retiree to participate.

The tournament will take place at the House of Lords billiards parlor on South Oyster Bay Road in Hicksville. Play begins Thursday, February 14 at 5:15 p.m.

In the early rounds, play will consist of a 75-point game with single elimination. When the tourney is narrowed down to four players, 100-point games will be played with double elimination.

If you decide to enter the tournament, you must check in with Mike Cherry of Recreation on the first evening of play. For more information, call Mike Cherry at Ext. 52133 or 52269.

Islander tickets

It's time for hockey fever and Grumman Recreation has just the cure. Recreation is promoting the excitement of the New York Islanders with a special trip to the Brendan Byrne Arena on Friday, February 1, at 8 p.m. when the Islanders take on the New Jersey Devils.

For only \$19.95 (\$12.00 ticket, \$7.95 bus) you'll be treated to choice seat locations at center ice and round trip transportation to the Meadowlands. With 30 or more people, the group will have their own motorcoach at a departure location of their choice (Bethpage, Calverton, or Great River).

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Benefits '85

(Continued from page 3)

- All service completed prior to a break in service of less than five years will be restored upon rehire.

- Written spousal consent will be required for a married employee to elect out of a joint and survivor pension.

- A pension option will be provided to the spouse of a terminated vested employee who dies before pension payments begin.

If you have questions about the Pension Plan, call Ext. 56282.

There is no more mandatory retirement age. The company will no longer require retirement at age 70. As of January 1, continued employment will be, as it is with all Grummanites, dependent on continued satisfactory performance.

Two new changes take place in the business travel world. The per diem allowance has been raised from \$25 to \$27. A Travel Reservation Incentive Plan (TRIP) has been implemented to encourage cost effective business travel. (See article on TRIP in this issue.)

Retiree health insurance plan

Grumman retirees will be receiving word shortly from Personnel about two 1985 changes in their health insurance plan.

The Major Medical lifetime maximum coverage under the Retiree Group Insurance Plan has been raised to \$150,000 per insured individual. In addition, a stop-loss limit of \$1,000 per covered individual and \$2,000 per family has been incorporated into the plan. After the deductible has been paid, the plan will pay 80 percent of ad-

ditional covered charges for the rest of the calendar year until out-of-pocket expenses for that person's claims reach \$1,000. Thereafter for the rest of the calendar year, the plan will pay 100 percent of covered medical expenses up to the lifetime maximum.

Employee Investment Plan changes

Grummanites age 60 and over are now permitted to make as many as five annual transfers of the then current value of their interest in the company stock fund attributable to company contributions and accrued earnings into another fund. This option to transfer the value of Grumman matching stock to other funds was previously available only when a person terminated the company — and only once. Those who are eligible to make this transaction and wish to do so, should call the Investment Plan office in GHQ, Ext. 57250.

Other benefit changes for 1985 are:

- **Day care assistance** - An employee will be reimbursed up to \$25 per year for the cost of finding a qualified and responsible day care provider. This would cover charges and/or contributions for referral services, newspaper ads and fees for counseling services. Call Personnel on Ext. 53800, for more information.

- **Incentivized health care cost saving plan** - Grummanites who double check their health care bills and detect errors will share in the savings realized by the company. Details of this plan will be announced by Personnel early in 1985.

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